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The Army's EO
Program and Policies

Lesson 5:
Socialization Process

Overview

- Identify the socialization process.
- Identify the sources that impact on socialization.
- Distinguish between reinforcement and variation

  influences on socialization.
- Identify how the socialization process impacts on behavior.
- Discuss self-concept.

Introduction

- During this block of instruction, we will discuss the importance of the socialization process, and how it impacts our day to day interactions with others.

- In order to understand the behaviors and conduct of others, we need to have a better understanding of their social make up, their beliefs and values.

- Without socialization, society could not perpetuate itself beyond a single generation and culture would not exist. This class will show you how socialization impacts on each and every one of us.

What is the Socialization Process?

- The socialization process is an all encompassing educational process from which values, goals, beliefs, attitudes, and sex-roles are acquired.

- Socialization is nothing more than the educational process by which we learn everything.

Sources that Impact Socialization

- Nation
- Region
- Community
- Family
- Media
- Peers / Friends

Sources that Impact Socialization

- **Nation** (each nation has things that are unique based

  on geography, history, and changes.)
  - National Language
  - Democratic government
  - Rights
  - Laws
  - Free enterprise
  - National Holidays historical, political, and religious
  - Own monetary and educational systems

Sources that Impact Socialization (cont)

- **Region** (a region may be determined by a state

  boundary or a geographical feature)

  - Regions have dialects or accents

  - Holidays

  - We pick up attitudes and behaviors from our regions

Sources that Impact Socialization (cont)

- **Community**

  - Conduct and behavior through schools, associations, club memberships

  - Role models impact our behavior- teachers, bankers, farmer, welder, mechanic

  - The local community imprints characteristics which develop the individual

Sources that Impact Socialization (cont)

- **Family** (step-families, foster, nuclear, extended,

  single-parent)

  - Family has the greatest impact
  - Family provides ethnic and racial identity
  - Primary basis for personal values and attitudes
  - Sex-role socialization and gender roles
  - Genetics

Sources that Impact Socialization (cont)

- **Media** (TV, Radio, magazines, movies, computers)

  - Teach us about our culture, values, and stereotypes

  - Media has had a major impact on society

  - Information age

Sources that Impact Socialization (cont)

- **Peers/Friends**

  - Who are your Heroes

  - What attracts you to your friends

  - Socialization does not end we reach 18

Socialization

- Our socialization comes from all sources. Socialization does not end when a person reaches 18.

- Adults teach children their way of understanding the world, generation after generation.

- What prevents this process from making us all so diverse that we lose commonality? Attitudes and perceptions are shared, and one of the ways of sharing is through institutions.

Reinforcement vs. Variation

- When all the sources have the same priorities strong reinforcement occurs

- When differences are seen or we find someone who is different then a variation occurs

- Important for us to know is that these differences often prompt value judgments which extend into group relations

Consider This Quote

" We are shaped by the source as a piece of clay is molded by the potter's hand. We are products of the combination of sources, each leaving an imprint, just as each finger of the potter's hand molds and shapes the flexible clay. Just as each piece of pottery is unique because of the subtleties of the pressure of one finger, each of us is unique, even though we all belong to the set, the general culture, in which the commonalties are shared."

Dr. Morris Massey's Value Programming

- What we are now, directly relates to when, and

    where, we were value programmed
- We are programmed with gut values by age

    ten
- Values will not change unless a significant

    emotional event occurs

Dr. Morris Massey

- Dr. Morris Massey believes that we are all programmed with our basic values by around the age of ten years.

- Everything that is going on during the first ten years of our lives has a very important influence.

- What we are now is directly related to where, and when, we were value programmed.

- The only way we change our "gut level" values, according to Dr. Massey, is if we have a significant emotional event (SEE).

Dr. Morris Massey

- It is not surprising how seldom people come to question the tenets of the culture into which they are born.

- Usually, we just don't have the perspective to do so. We operate with "ready-made" approaches and habits, and often lose sight of alternative behaviors and understandings.

- How many times have you said or heard someone say, "That's the way I've always done it." - or - "I can't understand that point of view."

The Transparent Self

- Most of the time, when you ask a respondent who they are, they will probably tell you the name, or the role with which he or she most closely identifies with.

- Sidney Girard " We spend a great deal of our lives trying discover who we really are, and once we discover that, we spend the rest of our lives trying to play the role."

- I am SFC PLT SGT, I am CPT (Commander), I am SSG (Drill Sergeant).

- We play the role.

The Transparent Self

- The more we can understand ourselves, the better we will be able to understand others and problems we may encounter.

- You, as future Equal Opportunity Representatives (EORs) and leaders, you need to know and understand "who you are" and where you stand on issues, before you can go and understand others.

- Only then can you properly assist your Commanders. If you don't know yourself, or know who you are, how can you help others.

Self-Concept

- The totality of the individual's thoughts and feelings having reference to him or her as an object. "A Snapshot Picture." (Dr. Morris Rossenburg)

- "A Snapshot Picture." (Dr. Morris Rossenburg). He uses the term "object." You can change that word "object" to person, to thing, to dog, to soldier, to whatever you want. So Rossenburg uses the word object in his definition.

- This is not the only definition of self-concept. This is just a definition of self-concept.

Sources of Self-Concept

Heritage
 Sexuality
 Race
 Nationality
 Religion
 Acceptance
 Family
 Status

Needs Fulfillment
 Physical Needs
  Food
  Water
  Shelter
 Emotional Needs
  Love
  Power

 Life Style

Heritage, Sexuality, Race, and Nationality

- **Heritage** – To simply summarize heritage we can say "we begin to learn our roles in society." Under heritage you can see what makes up heritage, e.g., sexuality, race, nationality, religion and family status.
- **Sexuality** - Male roles/Female
- **Race** - White, Black, Hispanic, etc
- **Nationality -** American, Canadian, Mexican, Korean, etc.

Religion and Family

- **Religion -** Catholic, Protestant, Baptist, Atheist, etc

- **Family** - Rich, poor, two-parent, single-parent, extended. How many of you are heads of household? How does that impact on your self-concept?

- Let's say you are the head of a household, you are the provider for that household, and all of a sudden the military have a draw down. How does that impact on your self-concept?

Needs Fulfillment

- There are also certain needs you must fulfill which

  also influence the self-concept. These are physical needs and emotional needs.

- We tend to meet our needs in a way that is consistent with the way we see ourselves. This can be in a positive way or a negative way.

- The most essential needs are the "physical needs." These are things we need for survival such as access to food, water, air, shelter, etc.

Needs Fulfillment

- Needs that relate to our physical safety - to avoid external dangers or anything that might harm the individual.

- Emotional needs" include love, acceptance, power, and social life style.

- Needs that relate to maintaining satisfying relationships with others - to be valued, accepted, and appreciated as a person;and to avoid rejection or disapproval.

- Needs that relate to achievement and self-expression - to realize one's potentials and translate them into "actuality."

Morris Rossenburg's Three Identities

- These are the things you need to think about when you start thinking about self-concept.
  - The extant self
    - How you picture yourself. But no one can take that from you.

- The desiring self
  - Wanna be, How we wish ourselves to be.

- The presenting self
  - How you want others to see you, e.g., friendly, happy, loving, and caring.

Emotional Cognitive Process

- Emotional - how we feel/Cognitive - how we think

  - Attempt to make self look good
  - Helps retain sense of self worth
  - Protects and defends our image
  - Establishes differences and uniqueness
  - Part of the self-concept
  - Analyzes and make decisions
  - Evaluates and establishes goals

Ego Defense Mechanisms

- **Denial** - If I deny a problem it's no longer a problem

- **Projection** - Blaming your inability as a leader on others "I can't teach them because they speak _____."

- **Rationalization** - Good logical reason for your behavior (to you)

- **Perceptual (reinterpretation)** - Taking a situation and turning it around to fit our needs

Ego Defense Mechanisms

- Are there any questions in reference to the defense mechanisms?
- Is it wrong to have defense mechanisms? No.
- We use these so that we can cope within out society, to attempt to make ourselves look good.
- Every once in a while we'll use these.
- For example "The only reason I'm overweight is because of the fatty foods they serve in the dining facility."

Effects of Self-Concept

- **Positive Effects**
  - Love of self and others
  - Develop one's intelligence
  - Decisive, assertive
  - Enjoy one's physical abilities
  - Creative
  - Open
  - Tolerant
  - Trusting

Negative Effects
Hate self and others
Blind to one's potential
Indecisive/defensive/aggressive
Deny or exaggerate one's physical abilities
Destructive
Bigoted/prejudice
Closed
Hidden agenda(s)

Effects of Self Concept (Cont)

- Depending on your environment you may see yourself positively or negatively
- A positive self-concept enhances communication
- A positive self-concept enhances work performance
- A negative manifestations detracts and hurts communication and work performance.
- If you feel good about yourself, you'll do better at your job.

Strategies to Change Self Concept

- **Set goals**
  - Realistic and attainable

- **Soul-searching**
  - Examine yourself honestly (how do I really feel)

- **Requires a motivation to change**
  - You must want to change

- **Absence of defensiveness**
  - You must be willing to listen and accept feedback

Barriers to Changing Self-Concept

- Cyclical pattern of behavior
  - Closed mind, fear of unknown, don't know any other way

- Cognitive barriers
  - Does not want to change

- Environmental pattern
  - You don't give yourself a chance to work with other races or genders, you stay safe

Conclusion

- In order to be an effective EOR and leader and to better support your Commander and members of your unit, you must first evaluate yourself and be willing to learn about other cultures and other groups.
- Managing diversity is essential for unit cohesion.
- Individuals are also motivated and respond to praise differently based on values and culture.
- Josh Billings said "It's not only the most difficult thing to know oneself, but the most inconvenient."

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